RX SYSTEMS BENEFITS PROGRAM

Most plant positions in Indiana and St. Charles offer 10-hour days/four days per week (Spring 2023). Pay periods are bi-weekly with direct deposit.

Full Time Benefit Eligible = 40 hours per week regularly scheduled.

As a new hire, ***employees are benefit eligible the first of the month after 60-day introductory period***, with the exception of the 401k plan.

**Medical** – You are eligible on the first of the month after a 60-day introductory period. You may choose one of two plans offered by Anthem.

**Dental and Vision** insurance is through Equitable - eligible the first of the month after 60-day introductory period.

**Pet Insurance** is through Petpartners (Independence American)- eligible the first of the month after 60-day introductory period.

**Life Insurance, AD&D, Short Term Disability** is through Equitable and is provided by the company at no cost to you. Life and AD&D of $50,000. STD after 14 days - 60% tax free.

**Voluntary Life** I**nsurance and Long-Term Disability Insurance** are optional at your cost through Equitable.

**401K** is offered after 6 months of employment. You must be 18 years of age to participate. Enrollment dates are April 1, July 1, October 1 and January 1, whichever date is closest **after** your 6 months with an automatic enrollment of 3%. The company matches 25% of the employee contribution, up to 10%. Example: if a 10% contribution is made by the employee, the company will match it with 2.5% (which is a 25% match).

**Aflac** coverages are available first of the month after the 60-day introductory period. We offer Accident, Critical Illness and Hospital coverages.

Employee Assistance Plan (EAP)- no charge, eligible on day 1.

# PTO

At hire: 3.08 hours per pay period = 80 hours per year (You can begin using PTO after 60 days of employment.) After 5 years of employment: 4.62 hours per pay period = 120 hours per year

After 11 years of employment: 6.46 hours per pay period = 168 hours per year

# Holidays

You are eligible for holiday pay after the 60-day introductory period.

Regular Holidays:

New Years Memorial Day Independence Day Labor Day Thanksgiving

Day after Thanksgiving (10-hour shifts are off) Christmas Eve

Christmas Day



